



Directors, Workforce & Organisational Development – NHS Health Boards/Trusts
Directors of Finance – NHS Health Boards/Trusts
Medical Directors

Date 30 July 2020

Dear Colleague

Joint statement on the temporary pay changes for Consultants and SAS doctors in response to Covid-19

Two specific statements were agreed to support the emergency response to Covid-19. These were

- Advisory Notice Consultants Pay during Covid-19; and
- Specialty Doctor and Associate Specialists Pay for out of hours work during Covid-19

The arrangements set out in these two statements will end with effect from 31st July 2020 for the vast majority of SAS and consultants who will have returned to their pre-Covid job plans.

Whilst the requirement for these temporary changes has now reduced significantly, it is recognised that there are still parts of the service which are either in an emergency response or are in the process of transitioning back to pre-Covid working arrangements. To recognise this, it has been agreed that the provisions contained in the two statements can be applied during August 2020 but only to cover specific areas where doctors are still required to work amended hours/job plans in relation to the Covid-19 emergency. This should be by exception only with clear arrangements in place to revert to pre-COVID job plans with joint oversight via the LNC (or between Medical Director and Chair of LNC).

All doctors should return to their pre-Covid job plans during August, including SPA sessions. However, it is recognised that the Covid outbreak has had a significant impact on overall service delivery and where there is consideration of a change to the way services are delivered, the contractual job planning process will apply. As such no changes should be made



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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

to working patterns until a mutually agreed way forward has been agreed and a revised job plan put in place.

Welsh Government, NHS Wales Employers and BMA Cymru Wales will continue to work together to assess the prevailing situation within NHS Wales and have jointly agreed to revisit the temporary arrangements should the service need to respond to further outbreaks and/or a second wave of Covid-19.

Yours sincerely

A handwritten signature in grey ink that reads "Helen Arthur".

Helen Arthur

Interim Director of Workforce and Corporate Business
Cyfarwyddwr Dros Dro y Gweithlu a Busnes Corfforaethol